City of Delray Beach
100 N.W. 1st Avenue
Delray Beach, FL 33444

Cover Memorandum/Staff Report

File #: 26-0942 **Agenda Date:** 8/18/2026 **Item #:** 7.C.

TO: **Mayor and Commissioners**
FROM: **Elena Georgiev, Internal Auditor**
THROUGH: **Terrence R. Moore, ICMA-CM**
DATE: **August 18, 2026**

REVIEW OF THE FIRE RESCUE DEPARTMENT EDUCATIONAL INCENTIVES

Recommended Action:
Discussion only.

Background:

In December 2025, the City Manager requested the Office of the Internal Auditor's assistance with a fact-finding review concerning educational incentive payments made to non-bargaining Fire Rescue personnel, specifically command staff.

The review focused on whether available documentation supported the authorization of educational incentive payments to Fire Rescue command staff, particularly where the applicable criteria appeared to limit eligibility to represented or supervisory positions and exclude command staff.

The completed review found that available documentation did not support authorization of educational incentive payments to Fire Rescue command staff.

The Fire Rescue Educational Incentive Payments Review has been completed and is included with this agenda item for receipt and filing.

City Attorney Review:
N/A

Funding Source/Financial Impact:
N/A

Timing of Request:
N/A